

Giant Eagle Bonus 2014 Pharmacy

I. Purpose

The Pharmacy Bonus Program is designed to encourage Team Members to work as a team toward a common goal of improving Company profitability, prescription volume and customer service.

II. Pharmacy Team Leader Calculation

Bonus Percentages				
<ul style="list-style-type: none">- Based upon the Salary as of the beginning of the FY- Individual Minimum—Target—Maximum percentages established by job level		Minimum	Target	Maximum
		1%	2%	3%
Pharmacy Performance Modifiers ¹				
(1) Prescription Unit Volume:				
0-1500 Units	1501-2500 Units	2501-3500 Units	3501 Units and above	
0%	0.5%	1%	1.5%	
(2) Profitability:				
Measurement			Kicker	
Generate a Direct Business Line Profit and show a positive increase over last FY			1.5%	
Measurement			Kicker	
Dollars/Prescription – goals will be specific per location			.5%	
(3) Customer Satisfaction - 0.75% of salary				
<ul style="list-style-type: none">- Pharmacy is struggling to get customer responses (affecting sample for goal setting)				
Customer Response per month		Goal		
Less than 20		20 per month		
More than 21		30 per month		
<ul style="list-style-type: none">- If the above goal is met, then the Pharmacy location is eligible for the second OSAT kicker				
Pharmacy OSAT	Goal	# of stores in range FY12	% of stores in range FY12	
Up to 66%	+2	97	45%	
67% and above	+1	119	55%	

Notes:

¹ The Pharmacy Performance Modifiers will be based upon the location in which the Team Member spent the majority of the year.

PLAINTIFFS TRIAL
EXHIBIT

P-09546_00001

III. Pharmacist Calculation

Bonus Percentages			
<ul style="list-style-type: none">- Based upon the Salary as of the beginning of the FY- Individual Minimum—Target—Maximum percentages established by job level	Minimum	Target	Maximum
	0.25%	0.5%	1%

Pharmacy Performance Modifiers ¹			
(1) <u>Prescription Unit Volume:</u>			
0-1500 Units	1501-2500 Units	2501-3500 Units	3501 Units and above
0%	0.25%	0.5%	1%

(2) <u>Profitability:</u>	
Measurement	Kicker
Generate a Direct Business Line Profit and show a positive increase over last FY	0.5%

(3) <u>Customer Satisfaction - 0.25% of salary</u>	
<ul style="list-style-type: none">- Pharmacy is struggling to get customer responses (affecting sample for goal setting)	
Customer Response per month	Goal
Less than 20	20 per month
More than 21	30 per month

<ul style="list-style-type: none">- If the above goal is met, then the Pharmacy location is eligible for the second OSAT kicker			
Pharmacy OSAT	Goal	# of stores in range FY12	% of stores in range FY12
Up to 66%	+2	97	45%
67% and above	+1	119	55%

IV. Floater Pharmacist – Calculation

- Floating Pharmacists will be eligible to receive a lump sum amount based on the average Staff Pharmacist bonus. For PT Floating Pharmacists (30-39 standard hours), the bonus will be pro-rated.

V. Eligibility

- Must be a Pharmacy Team Leader, Staff Pharmacist or Floater Pharmacist with standard hours of 30 or more.
- A Team Member must be hired or licensed before April 1 of the fiscal year in order to be eligible for a bonus.
- The bonus is based upon the salary at the beginning of the Fiscal Year.

- An existing Team Member must actively work in the Fiscal Year to be eligible for a bonus.
- VI.** If for any reason, a Team Member is involuntarily terminated or resigns prior to the end of the fiscal year, he/she will not be eligible for a bonus. A Team Member must actively work until the end of Fiscal Year in order to be eligible for a bonus.
- VII.** Whether the Company elects to pay a bonus and the amount of any such bonus is determined at the sole discretion of the Board of Directors.